

Assessment Details

ID 1470

Name Equally Safe at Work

Organization Care Inspectorate

Description

Approver Jacqui Duncan

Respondent Jacqui Duncan

Template Equality Impact Screening Form v0\_22

Workflows Deafult CI Workflow 2-Copy

Creator Jacqui Duncan

Date Created 2024/11/25 13:06

Deadline

Completed Date 2025/04/14 09:14

Date Submitted 2024/11/25 13:10

Last Updated 2025/04/14 09:14

Stage Completed

Approval Stage

Status Active

Very High Risks 0

High Risks 0

Medium Risks 0

Low Risks 0

Total Risks 0

Residual Risk Level None

Residual Risk Score 0.0

Result Approved

Result Comments

Under Review (Jacqui Duncan - Approved) ;

Primary Record Id

Primary Record Name

Template Version 1

Open Risk Count 0

Open Info Request 0

Tags

Submission Progress (%) 100

## Assessment Questions

### 1 General information

#### 1.1 Is this new or existing work?

*Response*

New

*Justification*

None

#### 1.2 Please describe the work

*Response*

Following agreement by the SMG and a successful application to the Equally Safe at Work group we have been approved to join their the 3rd pilot for the development tier of their employer accredited programme. This means we will be working on:

Updating employment policies: we will be revisiting our current policies and introducing new ones to create a more supportive environment for victim-survivors of Violence at Work. It is important to us that every employee and volunteer feels heard, included, and supported in their workplace. This is reflective of our corporate values.

Raising awareness: we will launch engaging campaigns to promote understanding of gender equality and raise awareness about Violence at Work. By promoting a culture of empathy and support, we can create a safe space for everyone. We are dedicated to addressing these issues in our workplace, fostering a supportive and trauma-informed environment that empowers every woman.

E-Learning for managers: our leadership team will benefit from tailored e-learning resources focused on flexible working arrangements and effective strategies for supporting those impacted by Violence at Work. We believe that informed leaders are vital for a compassionate workplace.

Tackling occupational segregation: our goal is to promote fairness in recruitment, retention, and career progression, ensuring that every woman regardless of her background feels supported, valued and empowered to succeed.

Embracing diversity and intersectionality: we recognise that every woman's experience in the workforce is influenced by intersectionality like race, disability, and sexual orientation. We are especially committed to uplifting racially diverse women, women with disabilities, and LGBTQ+ women in our efforts.

Fostering a positive organisational culture: by promoting gender equality, we not only enrich our workplace culture, but we also enhance employee satisfaction and performance. A diverse and inclusive workplace sparks creativity and innovation, leading to better decision-making and benefits for both our team and the communities we serve.

We have an equally safe working group, who have drafted an initial plan of our journey to achieve this and here are some key initiatives we will focus on. The chief executive is our senior sponsor.

### 2 Equality impact

#### 2.1 For each of the questions in section 2, think about whether the work will impact on people differently based on the different characteristics

*For example, does it impact on people of different ages/sexes/sexual orientations differently? Does it impact on people with and without a disability differently?*

#### 2.2 Age

*What kind of impact will this work have on people of different ages?*

*Response*

Positive/no impact

*Justification*

None

#### 2.3 Disability

*What kind of impact will this work have on disabled people?*

*Response*

Positive/no impact

*Justification*

None

## 2.4 Race

*What kind of impact will this work have on people of different races? This includes different ethnic and national origins, and Traveller community membership.*

### Response

Positive/no impact

### Justification

None

## 2.5 Sex

*What kind of impact will this work have on people of different sexes?*

### Response

Positive/no impact

### Justification

None

## 2.6 Gender reassignment

*What kind of impact will this work have on people are transgender/have a trans history?*

### Response

Positive/No impact

### Justification

None

## 2.7 Sexual orientation

*What kind of impact is this work going to have on people of different sexual orientations?*

### Response

Positive/no impact

### Justification

None

## 2.8 Religion or belief

*What kind of impact is this work going to have on people of different religions and beliefs? Beliefs includes no belief, and environmentalism.*

### Response

Positive/no impact

### Justification

None

## 2.9 Pregnancy and maternity

*What kind of impact is this work going to have on people who are pregnant or have given birth within the past 26 weeks?*

### Response

Positive/no impact

### Justification

None

## 2.10 Marriage or civil partnership

*What kind of impact is this work going to have on people of different marriage and civil partnership statuses? Please note this only applies to employees' marriage/civil partnership status.*

### Response

Positive/no impact

### Justification

None

## 2.11 Children and young people we have corporate parenting responsibility for

*What kind of impact is this work going to have on children and young people we have a corporate parenting responsibility for?*

*We are corporate parents for every child who is looked after by a local authority, and every young person under the age of 26 who was looked after on their 16th birthday.*

### Response

Positive/no impact

### Justification

None

## 2.12 Children's rights (up to age 18), in line with UNCRC

*What kind of impact is this work going to have on children's rights, in line with the United Nation's Convention of the Rights of the Child? This section is likely to be most relevant to colleagues within Scrutiny & Assurance*

### Response

Positive/no impact

### Justification

None

## 2.13 Care Inspectorate employees with caring responsibilities

*What kind of impact is this work going to have on Care Inspectorate employees who have caring responsibilities?*

### Response

Positive/no impact

### Justification

None

## 3 Island community impact

### 3.1 Does this work impact differently on island communities, compared to other communities?

#### Response

No

#### Justification

None

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#### Comments

Jacqui Duncan

2025/04/14 09:13

Although we understand women in island communities have their own unique experiences and will consider this as required

## 4 Feedback

### 4.1 Do you have any feedback (from engagement/consultation) or evidence that influences, affects, or shapes this work?

#### Response

Yes

#### Justification

None

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#### Comments

Jacqui Duncan

2025/04/14 09:14

We have evidence from the previous cohorts who have been through the accreditation

4.2 Please select what this feedback/evidence relates to

*Response*

☒ Sex

*Justification*

None

4.3 Is any of the feedback/evidence negative or inconclusive?

*Response*

☒ No

*Justification*

None

## 5 Conclusion

5.2 The screening form is now complete. Your answers have indicated that this activity does not reach the organisational threshold for an EqIA to be completed.  
*Thank you for your time in helping the Care Inspectorate and your Information Asset Owner understand the equality factors associated with your work.*

5.4 Do you wish to discuss any aspect of this form with the Equalities Team?

*Response*

☒ No

*Justification*

None

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Assessment Notes